

1-23-2013

## FS Agenda Packet 2013-01-23

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**FACULTY SENATE AGENDA**  
**Wednesday, January 23, 2013, 3 p.m.**  
**Holmes Student Center Sky Room**

**I. CALL TO ORDER**

**II. ADOPTION OF AGENDA**

**III. APPROVAL OF THE [MINUTES](#) OF THE NOVEMBER 28, 2012 FS MEETING**  
(distributed electronically)

**IV. PRESIDENT'S ANNOUNCEMENTS**

**V. ITEMS FOR FACULTY SENATE CONSIDERATION**

- A. The Bob Lane Faculty Advocacy [Award](#) – call for nominations – Page 3  
Written letters of nomination should be submitted to Faculty Senate President  
Alan Rosenbaum no later than noon, Monday, February 11, 2013

**VI. CONSENT AGENDA**

**VII. REPORTS FROM ADVISORY COMMITTEES**

- A. FAC to IBHE – Sonya Armstrong – reports:  
[December 7, 2012](#) – Pages 4-8  
January 18, 2013 – walk-in
- B. Student Association – Delonte LeFlore, President, and James Zanayed, Speaker –  
report
- C. BOT Academic Affairs, Student Affairs and Personnel Committee – Kerry  
Freedman and Andy Small – no report
- D. BOT Finance, Facilities and Operations Committee – Alan Rosenbaum and Greg  
Waas – no report
- E. BOT Legislation, Audit, and External Affairs Committee – Todd Latham and  
Rosita Lopez – no report
- F. BOT – Alan Rosenbaum – [report](#) – Page 9

**VIII. REPORTS FROM STANDING COMMITTEES**

- A. Faculty Rights and Responsibilities – Brad Cripe, Chair – [report](#) – Page 10
- B. Academic Affairs – Charles Cappell, Chair – no report
- C. Economic Status of the Profession – Debra Zahay-Blatz, Chair – no report

- D. Rules and Governance – Ibrahim Abdel-Motaleb, Chair – no report
- E. Resources, Space and Budgets – Jim Wilson, Liaison/Spokesperson – [report](#) – Page 11
- F. Elections and Legislative Oversight – Therese Arado, Chair
  - 1. Selection of a committee for the evaluation of the Executive Secretary of University Council and President of Faculty Senate – see Faculty Senate Bylaws, [Article 7](#) and NIU Bylaws, [Article 13.6.3.10](#) – Pages 12-13
  - 2. Selection of a committee for the evaluation of the Faculty and SPS Personnel Advisor – see Faculty Senate Bylaws, [Article 7](#) and NIU Bylaws, [Article 13.6.3.10](#) – Pages 12-13

## **IX. UNFINISHED BUSINESS**

- A. President Peters’ [response](#) to the Raise Equity Committee report and [recommendations](#) – Pages 14-16

## **X. NEW BUSINESS**

## **XI. COMMENTS AND QUESTIONS FROM THE FLOOR**

## **XII. INFORMATION ITEMS**

- A. [Minutes](#), Academic Planning Council
- B. [Minutes](#), Admissions Policies and Academic Standards Committee
- C. [Minutes](#), Athletic Board
- D. [Minutes](#), Campus Security and Environmental Quality Committee
- E. [Minutes](#), Committee on Advanced Professional Certification in Education
- F. [Minutes](#), Committee on the Improvement of Undergraduate Education
- G. [Minutes](#), Committee on Initial Teacher Certification
- H. [Minutes](#), Committee on the Undergraduate Academic Experience
- I. [Minutes](#), Committee on the Undergraduate Curriculum
- J. [Minutes](#), General Education Committee
- K. [Minutes](#), Graduate Council
- L. [Minutes](#), Honors Committee
- M. [Minutes](#), Operating Staff Council
- N. [Minutes](#), Supportive Professional Staff Council
- O. [Minutes](#), Undergraduate Coordinating Council
- P. [Minutes](#), University Assessment Panel
- Q. [Minutes](#), University Benefits Committee

## **XIII. ADJOURNMENT**

<b>EXECUTIVE:</b>	<b>01/16/13</b>
<b>STEERING:</b>	
<b>FACULTY SENATE:</b>	<b>01/23/13</b>
<b>UNIVERSITY COUNCIL:</b>	
<b>REFER TO:</b>	

## **Bob Lane Faculty Advocacy Award**

Last year, the Faculty Senate voted to change the name of the Bob Lane Eternal Vigilance Award to the Bob Lane Faculty Advocacy Award. The name change reflected the fact that we wanted to recognize a faculty member for special service to the faculty that did not necessarily involve being “a thorn in the administration’s side,” although that could still be grounds for a nomination.

We also voted to change the procedures for selecting the award recipient. Under the new procedures, we are asking for nomination letters that identify the reasons why the nominee should receive the award. Those letters will be included in the agenda packet for the February meeting and the Faculty Senate will vote on the recipient.

We also have commemorated the award with a permanent plaque that is on display in the Holmes Student Center and includes the names of all recipients regardless of what the award was named when they received it. Last year’s recipient was Charles Cappell.

### **Bob Lane Award Recipients**

**Dave Ripley – 1995-1996**

**Ken Bowden – 1996-1997**

**Lorys Oddi – 1997-1998**

**Sherman Stanage – 1998-1999**

**Herbert Rubin – 1999-2000**

**Robert Suchner – 2000-2001**

**James King – 2001-2002**

**David Wagner – 2002-2003**

**Elizabeth Miller – 2003-2004**

**Joseph “Buck” Stephen – 2004-2005**

**Rosemary Feurer – 2009-2010**

**Charles Cappell – 2011-2012**

## **Report on the FAC-IBHE Meeting, December 7, 2012**

The Faculty Advisory Council (FAC) to the Illinois Board of Higher Education (IBHE) met on December 7, 2012, in Springfield with the IBHE staff. FAC Chair Abbas Aminmansour (UIUC) led introductions of FAC members and IBHE staff members.

### **IBHE Updates and Discussions**

IBHE staff members facilitated discussion of topics such as college readiness, P-20 alignment issues, and dual-credit coursework. Jonathan Lackland, IBHE Deputy Director for External Relations, went over some of the bills in Springfield and the elements of the recent legislative proposal about pensions. FAC members also asked about budget issues. Alan Phillips, Deputy Director of Planning and Budgeting, reported that over the last 15 years, funding for higher education (net of pension contributions) is down 27.5%. \$1.6 billion has been approved for capital projects but the money has not been appropriated nor bonding authority granted. Delayed payments to higher education total \$888 million. Overall, the state owes \$7.5 to 8 billion in bills. FY14 issues include the following:

- pension and Medicaid costs have increased more than tax revenues so more budget cuts are needed
- there will be some changes in the performance funding formulas for state universities but it will stay the same for community colleges
- budgeting for results will be a focus
- the fiscal cliff could lead to a \$1 billion cut to the state
- the longitudinal data system is progressing

Interim Executive Director Harry Berman commented on the changed status of higher education in the U.S. versus the rest of the world. He highlighted the link between education, our economy, and our security. He also noted that the Public Agenda is our master plan, along with the 60% by 2025 goal.

After lunch, Daniel Cullen, Interim Deputy Director of Academic Affairs, announced that implementation of changes in the program-approval process are continuing. He described the Midwestern Student Exchange Program where out-of-state students are charged no more than 150% of the in-state tuition rate; Illinois is a member and Lewis & Clark and Greenville Colleges have signed on. Since Illinois is now a full participant, it is required that information about this program be sent to all high schools. Also, Cullen announced that Academic Affairs has taken over the new Private Business and Vocational School (PBVS) sector as of early 2012. It is uncertain at this time how many institutions or credentials come out of that sector.

**Public Four-Year Caucus Updates**

The Public Caucus is continuing its work on drafting a policy paper that aims to respond to the question of the value of higher education. The letter from the Presidents and Chancellors to the legislative leaders and Governor was distributed and the FAC-IBHE endorsement of that letter was approved (note: a copy of this letter is attached). That endorsement will go to the legislative leaders, the Governor, the IBHE, the Presidents and Chancellors, and our Faculty Senates.

The minutes from the November meeting were approved. Full meeting minutes are posted to the FAC-IBHE website (once approved) for public viewing. These can be accessed at <http://www.ibhe-fac.org/Meetings.html>

Respectfully submitted,

Sonya L. Armstrong  
Assistant Professor in the Department of Literacy Education  
NIU Representative to the IBHE Faculty Advisory Council

## Illinois Public University Presidents and Chancellors

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December 5, 2012

The Honorable Michael Madigan  
Speaker of the House  
300 Capitol Building  
Springfield, IL 62706

Dear Mr. Speaker:

We, the presidents and chancellors of Illinois Public Universities, are encouraged by the prospect that the legislature will likely enact a comprehensive pension stabilization bill soon. As we have written to you in the past (May 3 and August 10, 2012), no problem weighs heavier on the State of Illinois and the State's public universities than the pension crisis. We look forward to continuing our collaboration in reaching a fair and durable conclusion.

Senate Bill (SB) 1673, the pension legislation bill proposed last summer, makes some desired headway in this matter. We are particularly pleased by the plan to replace Tier II with the new cash balance program and we appreciate your working with us to improve the plan for new employees. We are also pleased by the proposal to accelerate the amortization of unfunded liabilities. We support these aspects of the bill.

However, we strongly suggest amending certain other features. Of special concern is the benefit choice scenarios presented in the bill. Many, if not most, of our employees object to the use of health insurance eligibility as a lever to accept lower pension benefits and consider the choice options in the bill to be punitive and unfair. We would thus recommend decoupling health and retirement benefits, especially given that with the passage of PA97-0675 (SB 1313) the state has already reserved the right to set health premiums at its own discretion.

Equally troubling is the proposal to freeze pensionable salaries of current employees. This would mean that some of our employees would neither earn social security benefits nor receive any employer pension contributions toward their future income. It will be hard to retain these employees and the valuable talent they provide. We realize that the intent of this section of the bill is to reduce the cost of providing a 3% automatic increase, and we do not disagree with this intent. But we need to find better and more acceptable ways to reduce costs.

SB 1673 would transition over time responsibility for paying SURS normal cost to the universities. As we had indicated to you in earlier letters, we are willing to assume responsibility

for paying a portion of the normal cost on a phased-in basis. Transferring the entire normal cost to universities will place even more financial pressure on our institutions. Therefore, we will continue to urge that the universities share the normal cost burden with the state and that the university share be transitioned over a reasonable time period.

We thank you for the constructive engagement we had on this matter last spring and summer and look forward to renewing our engagement as we progress toward a solution.

Sincerely,

Illinois Public University Presidents and Chancellors

cc: Governor Pat Quinn



Listed alphabetically by name of university

Dr. Wayne Watson  
President, Chicago State University

Dr. William L. Perry  
President, Eastern Illinois University

Dr. Elaine P. Maimon (Convener)  
President, Governors State University

Dr. Clarence Alvin Bowman  
President, Illinois State University

Dr. Sharon K. Hahs  
President, Northeastern Illinois University

Dr. John G. Peters  
President, Northern Illinois University

Dr. Glenn Poshard  
President, Southern Illinois University

Dr. Rita Cheng  
Chancellor, Southern Illinois University at Carbondale

Dr. Julie Furst-Bowe  
Chancellor, Southern Illinois University at Edwardsville

Dr. Robert Easter  
President, University of Illinois

Dr. Paula Allen-Meares  
Chancellor, University of Illinois at Chicago

Dr. Susan J. Koch  
Chancellor, University of Illinois at Springfield

Dr. Phyllis Wise  
Chancellor, University of Illinois at Urbana Champaign

Dr. Jack Thomas  
President, Western Illinois University

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## Report on the NIU Board of Trustees Meeting, December 6, 2012

The NIU Board of Trustees met on Thursday, December 6 at DeKalb. Chair Murer called the meeting to order at 9:12 AM. The meeting began with Chair Murer congratulating the NIU Men's Football team for winning the MAC championship, being ranked 15<sup>th</sup> in the country, and earning an invitation to the BCS Orange Bowl. Jeff Compher was asked to speak and showed a video saluting the accomplishments of the team. The BoT considered the following Action Items:

1. The BoT approved the 2014 Mass Transit Contract
2. Appointments with rank and tenure were approved for Jennifer Berne, Ph.D., the new chair of Literacy Education in the College of Education; Thomas Pavkov, Ph.D. new chair of the School of FCNS in the College of Health and Human Sciences; Jan Strom, Ph.D. new chair of the School of Nursing and Health Studies, also in the College of HHS; and Roseanne Cordell, M.L.S., Associate Dean for Public Service in the University Libraries
3. The BoT approved the creation of the new School of Public and Global Affairs in the College of Liberal Arts and Sciences and the Department of Public Administration, which will be part of the School of Public and Global Affairs. The costs of the new programs are very minor as all faculty are currently faculty members in the Department of Political Science and will have their tenure/rank transferred to the SPGA. Final approval must come from the IBHE.
4. The BoT approved a request to delete the Master of Physical Therapy Program. The program will now offer only the DPT (Doctor of Physical Therapy) degree. This was done to keep the program competitive. No additional costs are involved. All MPT students have graduated and the DPT has been approved since the Fall, 2010 semester.
5. The BoT approved an emergency action item authorizing the expenditure of funds as necessary to pay costs associated with the Orange Bowl.
6. The BoT approved the meeting dates for 2013.

Lori Clark provided an update of activities in Springfield and noted that the legislature will declare Jan 1 NIU Huskie Day in Illinois and further that Gov. Quinn will attend the Orange Bowl.

The BoT voted to go into executive session at 11:00 and upon the return to the open session met with the Presidential Search Advisory Committee to finalize the development of the position profile.

Respectfully submitted,

Alan Rosenbaum  
UAC Representative

Full-Time Personnel Classifications (as of November 1, 2011)	NIU	UIC	UIUC	UIUC	Springfield	SIU	Akron	Ball State	Bowling Green	Buffalo	Central Michigan	Eastern Michigan	Kent State	Miami	Ohio	Toledo	University of Massachusetts
Primarily Instruction	428	487	445	122	1068	1785	0	0	0	0	1248	621	992	1121	1268	785	65
Instruction/research/public service	714	2075	1948	204	396	0	1162	1087	2098	0	678	623	0	0	0	841	1402
Primarily research	21	532	688	4	34	0	2	18	84	0	0	0	0	0	0	37	374
primarily public service and contracts	17	3	2	0	111	0	1	0	48	0	0	0	0	0	0	0	13
Total Instruction/Research/Public Service	1180	3097	3083	330	1609	1785	1165	1105	2230	1248	1299	1615	1121	1121	1268	1663	1854
executive/administrative/managerial	344	1074	1068	101	212	118	237	135	179	128	148	387	411	411	155	267	121
other professional	992	5715	3273	199	1538	686	437	524	1513	713	529	860	476	476	1114	609	1376
Total Executive/Professional	1336	6789	4341	300	1750	804	674	659	1692	841	677	1247	887	887	1269	876	1497
graduate students	1343	2469	5319	249	1959	1358	855	806	1196	614	545	1048	803	803	1574	934	2534
technical and paraprofessional	213	1451	671	50	509	292	285	115	89	68	68	20	67	147	272	249	336
clerical and secretarial	446	646	1282	83	934	567	439	365	482	394	240	470	431	431	375	370	818
skilled crafts	101	241	542	23	159	62	116	49	148	108	35	72	212	212	102	108	226
service/maintenance	535	589	1198	70	432	363	644	250	457	118	180	376	673	673	445	201	710
[Total Instruction-Research-Pub Service]																	
(Total Executive-Professional)	0.883	0.456	0.710	1.100	0.919	2.220	1.728	1.677	1.318	1.484	1.919	1.295	1.264	0.999	1.898	1.238	
[Total Instruction-Research-Pub Service]																	
(Executive-Administrative-Managerial)	3.430	2.884	2.887	3.267	7.590	15.127	4.916	8.185	12.458	9.750	8.777	4.173	2.727	8.181	6.228	15.322	

Full-Time Personnel Classifications (as of November 1, 2005)	NIU	UIC	UIUC	UIUC	Springfield	SIU	Akron	Ball State	Bowling Green	Buffalo	Central Michigan	Eastern Michigan	Kent State	Miami	Ohio	Toledo	University of Massachusetts
Primarily Instruction	168	151	214	13	749	697	0	0	0	NR	739	126	205	0	869	82	0
Instruction/research/public service	726	1031	1910	157	205	0	948	851	NR	NR	0	643	636	832	0	670	1148
Primarily research	15	86	68	1	8	0	1	0	NR	NR	0	0	83	0	0	0	224
primarily public service and contracts	21	0	4	0	87	0	0	0	0	NR	0	0	0	0	0	0	9
Total Instruction/Research/Pub Service	930	1268	2196	171	1049	697	949	851	NR	NR	739	769	924	832	869	770	1381
executive/administrative/managerial	271	665	845	74	219	75	218	173	NR	NR	114	174	381	396	161	226	131
other professional	860	1756	2745	125	886	525	415	492	NR	NR	538	449	458	334	700	582	1119
Total Executive/Professional	1131	2421	3590	199	1105	600	633	665	NR	NR	652	623	839	730	861	808	1250
graduate students	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
technical and paraprofessional	230	538	547	42	198	229	289	124	NR	NR	77	20	69	225	256	87	278
clerical and secretarial	463	400	1468	83	522	427	428	436	NR	NR	365	268	440	385	439	253	758
skilled crafts	120	301	582	18	182	54	119	60	NR	NR	113	39	75	140	140	70	233
service/maintenance	512	559	1245	72	429	256	393	279	NR	NR	112	172	373	684	464	164	661
[Total Instruction-Research-Pub Service]																	
(Total Executive-Professional)	0.822	0.524	0.612	0.859	0.949	1.162	1.499	1.280	NR	NR	1.133	1.234	1.101	1.140	1.009	0.953	1.105
% Change from 2005 - 2011	7%	-13%	16%	28%	-3%	91%	15%	31%			31%	55%	18%	11%	-1%	99%	12%
[Total Instruction-Research-Pub Service]																	
(Executive-Administrative-Managerial)	3.432	1.907	2.599	2.311	4.790	9.293	4.353	4.919	NR	NR	6.482	4.420	2.425	2.101	5.398	3.407	10.542
% Change from 2005 - 2011	0%	51%	11%	41%	58%	63%	13%	66%			50%	99%	72%	30%	52%	83%	45%

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Variable definitions vary widely across institutions.  
When applicable, data is representative of the university's main campus.  
NR - Not Reported  
From: Institute of Education Sciences, National Center for Education Statistics, 2005 and 2011 Reports, located at <http://nces.ed.gov/ipeds/datacenter>

## **Committee on Resources, Space and Budget**

### **Summary of Meeting on 12/7/12**

1. Committee members reported on positive changes that had resulted from committee discussions on campus safety.
  - a. Improved patrols for the School of Nursing.
  - b. Conversation ensued as to other options for building on current efforts such as cameras.
  - c. The pros and cons of using cameras were discussed.
2. The committee discussed the process for building the university budget.
  - a. Budget for next year is developed during the Spring semester.
  - b. The committee discussed its remit to provide the President with suggestions for budget priorities.
  - c. The committee explored mechanism for obtaining input from different campus constituents. These will be articulated at the committee's next meeting.
  - d. The timetable for presenting information to the President was discussed.
3. Dr. Williams provided an update on the budget.
  - a. The situation with pension reform is still very uncertain. Several proposals are in the system but it is unclear when or if any action will be taken. Some clarity is anticipated in the Spring.
  - b. The university has now received all the funds it was owed by the State for the last fiscal year. No funds have been provided that are due for the current fiscal year including MAP funds. As these funds have implications for enrollments, the university has fronted these funds to students.
  - c. One of the pension proposals calls for the university to be more responsible for pension payments. If this cost is moved as there is no new money it would mean an internal reallocation..
4. Meeting adjourned.

# FACULTY SENATE BYLAWS

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## **ARTICLE 7: PERSONNEL REVIEW RESPONSIBILITIES**

The Faculty Senate under the provisions of University Bylaws 13.6.3.10 has the responsibility for annual reviews of the Executive Secretary of the University Council and the Faculty Personnel Advisor. In the case of the Executive Secretary the Senate evaluation shall constitute the total personnel rating for that portion of the year the position is held. In the case of the Faculty Personnel Advisor the Senate evaluation shall constitute one-half of the personnel rating for that portion of the year the position is held. These evaluations shall be forwarded to the executive vice president and provost who shall determine the annual salary increment for the Executive Secretary and who shall determine the salary increment for the Faculty Personnel Advisor after receiving the evaluation given for other professional activities by the Faculty Personnel Advisor's academic department.

**7.1** The annual evaluation of the services of the Faculty and SPS Personnel Advisor shall be conducted by a committee composed of three members of the Faculty Senate chosen by lot. The annual evaluation of the services of the President of the Faculty Senate and Executive Secretary of the University Council in performance of that role shall be conducted by a joint committee composed of five members of the Faculty Senate and University Council chosen by lot; two (2) will be faculty members from the Faculty Senate who are not members of the University Council, two (2) faculty members from the University Council, and one (1) student member from the University Council. The committee is empowered to seek and receive individual recommendations from the members of the Senate and University Council, and to seek such other information as it may find necessary in order to complete its task. The completed evaluation shall be presented to the Faculty Senate for its endorsement, and then it shall be forwarded to the executive vice president and provost of the university for appropriate action as provided in the university Bylaws Section 13.6.3.10.

EXECUTIVE: <u>01/16/13</u>
STEERING:
FACULTY SENATE: <u>01/23/13</u>
UNIVERSITY COUNCIL:
REFER TO:

# Bylaws of Northern Illinois University

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## ARTICLE 13: UNIVERSITY FACULTY SENATE

**13.6.3.10** To evaluate annually the services of the faculty and SPS personnel advisor and the president of the Faculty Senate/executive secretary of the University Council. Three faculty members from the Faculty Senate shall constitute the evaluation committee for the faculty and SPS personnel advisor. Two faculty members of the Faculty Senate who are not elected faculty members of the University Council, two faculty members from the University Council and one student member from the University Council shall constitute the evaluation committee for the president of the Faculty Senate/executive secretary of the University Council. All members shall be voting members of either the University Council or the Faculty Senate. The members shall be selected by lot at the September or January meetings of the Faculty Senate and University Council depending on the evaluation period. If any member so selected cannot serve, another member who meets the same criterion shall be selected by lot. These evaluations shall constitute one-half of the personnel rating of the faculty personnel advisor and the total personnel rating of the president of the Faculty Senate/executive secretary of the University Council for those portions of each year during which they held those offices. These evaluations shall be forwarded to the executive vice president and provost who shall determine the annual salary increment for each individual. In so doing, the executive vice president and provost shall consult with each affected faculty member's department regarding the evaluation to be given to that faculty member's other professional activity;

January 14, 2013



**Northern Illinois  
University**

*Office of the President*

**John G. Peters**, President

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To: Alan Rosenbaum, Executive Secretary University Council, and  
President Faculty Senate

From: John G. Peters, President 

Subject: Ad Hoc Committee Report dated April 20, 2012

This will confirm my receipt of the Executive Summary and Supplementary Analyses that you have indicated comprise the final report of the committee that was empanelled to review compensation trends early in 2010. As you know, I have monitored the committee process and provided clarifications from time to time in an effort to facilitate a collaborative review. I am impressed by the level of input provided by all participants and also the level of detail and volume of data encompassed by the study.

You have indicated that unanimity does not exist across the committee membership and that one or more individuals may have withdrawn from the process. As you know, the NIU workforce is very complex in terms of number and different types of employees, roles, responsibilities, and relevant labor markets. This makes compensation a very challenging aspect of university operations and, even more so, in the fiscal environment that has characterized the previous decade. Overall, I am not surprised by most of the results of your statistical analyses.

I will focus mostly on the Recommendations to the President section on pages 3-4 of the report:

First, I appreciate your acknowledgement of recent increment programs designed to supplement faculty salaries and also allocate greater percent distributions inversely related to compensation rates. All personnel rely on their university incomes to support a living wage and increases in health insurance and other fixed costs pose critical challenges to our compensation system.

I understand the difficulty with data access, but must also acknowledge the extensive efforts undertaken by university staff to provide the range and detail of data requested by the committee. Most non-civil service salaries and rates of total compensation are now uniformly posted annually on the IBHE website for NIU and the other public universities. I recommend this as a good reference point for future compensation information. We will look into how the university Working Papers are formatted, which also reflect certain file specifications and the one-time snap shot that such reports inevitably portray.

*Learning Today, Leading Tomorrow*

Northern Illinois University is an Equal Opportunity/Affirmative Action Institution.

As was earlier indicated, I understand and appreciate the work undertaken by all members of the committee, including the three faculty members referred to in the recommendation section. I also should acknowledge the time and effort required of all committee members and related staff members assigned to produce supplemental information. The level of effort is certainly demonstrated by the scope of data and analysis summarized in the final report. Finally, I continue to be supportive of reallocations of staff resources toward analytical efforts necessary to effectively benchmark compensation practices for all categories of employment. Generally this type of analysis is and will continue to be the responsibility of HRS and also the Provost's Office in relation to faculty compensation trends.

In closing, the university encourages continuous analysis and benchmarking of our compensation systems, while also prioritizing merit, performance, scope of work, and essential living wage concerns affecting many personnel. Our compensation system is under a great deal of pressure in terms of both competitive base salaries and the integrity of other aspects of the compensation program such as pensions and health insurance. NIU will continue to be vigilant on these topics and I appreciate the sincerity and level of analysis demonstrated by your final report.

Cc: Raymond Alden, Executive Vice President and Provost  
Steve Cunningham, Vice President of Administration

EXECUTIVE: 01/16/13
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**CONFIDENTIAL**

Date: April 20, 2012

To: President John Peters

From: Presidential Raise Equity Committee (Raymond Alden and Alan Rosenbaum, Co-chairs)

Re: Executive summary and recommendations

EXECUTIVE: 01-16-13
STEERING:
FACULTY SENATE: 01-23-13
UNIVERSITY COUNCIL:
REFER TO:

**EXCERPT:**

**II. Recommendations to the president**

1. That the president and BOT continue to work to improve not only faculty salaries, but those of the less well paid employees in both the SPS and operating staff categories. The committee appreciates efforts to provide increments in which percentage raises are inversely related to salary and recommends that this policy be continued.
2. That the president direct human resources to review the way salary data are stored, organized, and distributed. The committee feels strongly that the information requested should have been readily available in electronic (spreadsheet) form. We appreciate that the president values transparency and feel that the work of this committee has been significantly protracted by the difficulty in obtaining the data requested by the committee.
3. That the working papers, which are published annually in book form, be made available, either instead of or in addition to, in electronic form and that these data be archived so that they can be entered into repeated measures analyses. It is further recommended that the same (or comparable) data points be published each year.
4. That the president provide a research assistant to the Faculty Senate for purposes of developing standardized reports, collecting data and other information germane to the work of the Senate's committees. The length of time it has taken to develop this report is due, in part, to the fact that the statistical work was conducted by three faculty members on the committee, working on their own time, without any release from their regular teaching and research obligations.
5. Finally, that the information contained in both the analytic reports and the committee's recommendations be made available to Faculty Senate, the Operating Staff Council, and the SPS Council. The Senate, which originally requested this information and agreed to the committee process proposed by the president, has waited more than two years for this report. Further, the Senate agreed to engage in the committee process with the provision that the reports of the committee be presented to the Senate upon conclusion of the committee's work.